

THIS ISSUE

Our 'great trek'

New format for get-togethers

Update on the Labour Broker Debate

INSIDE THIS ISSUE:

Office move	1
On-site coffee sessions	1
Welcome, congratulations and birthday wishes	2
Labour Broker debate update	3
Failing forward	4
LOL	4
Contact details	5

Our great trek

After a month of pre-move construction, many late nights and much stress, we've finally settled into our new offices, close to the Allandale offramp from the N1 highway. Not content with inheriting someone else's office layout, Deon—with a great deal of help from Mike—has invested much personal time in redesigning and refurbishing the space to a very pleasant working environment for the office team.

We'd also like to thank Christine and Cleon, who coordinated much of the ordering and moving while continuing to perform their daily

tasks with as little impact on our business as possible.

As we had only one month to break down and rebuild, we are not yet completely settled, but the disruption of the move is largely passed, and although we have several 'odds and ends' still to sort out (for instance our much anticipated phone lines from yours truly our national service provider), we look forward to settling back into routine.

As soon as everything is in place, you can look out for an invitation to our office roof wetting.



On-site coffee sessions

We have begun scheduling on-site 'get togethers' at each client's premises, or as close as possible, and have been pleasantly surprised to be joined by many of you who have difficulty attending the "contractor get-togethers" in Midrand.

We plan to continue holding coffee sessions every second month, to better connect with all of you, and as an opportunity for you to meet other sYncWize team members.

Cleon will be scheduling further such sessions, so keep an

eye on your Outlook for further invitations to a coffee shop near you!

And for those of you for whom Midrand was an impractical venue: no more excuses for antisocial behaviour!

Welcome!

We extend a warm welcome to the following professionals who joined our team during March and April respectively, and look forward to a positive and fruitful business relationship with them:

- * **Alex Moir**, senior business analyst
- * **Monica Hepplewhite**, senior project manager
- * **Patrick Uys**, senior business analyst

Birthday Wishes

Happy Birthday to all of you that reached another milestone in your lives during March and April. We trust that you were thoroughly spoiled, and hope that you are all blessed for the coming year. So, another year, another birthday to.....

- * **Ben Baxter**
- * **John Vesotzky**
- * **Fran McKellar**
- * **Anabella Ramos**
- * **Ebrahim Bapoo**
- * **Mary Wilson**
- * **Vladimir Nieman**



Congratulations, Vuyisile

We hear that Melanie Jones is also anticipating the arrival of her own bundle of joy soon—we know what YOU've been doing, Melanie!

The stork has arrived again..... Congratulations to Vuyisile Khumalo on the birth of her beautiful bouncing baby boy Amogelang. May you be blessed with many years of joy with your newest little bundle, Vuyi.

Take a look at this little beauty, everyone.



"When they're asleep, they're so cute you just want to eat them up... When they're awake, you wish you had." - Anon



Update: Labour Broker Debate



Dear All

CAPES UPDATE

There are a number of consultants and other organisations preaching that the current Bills that were published in December, are going to be the legislation in the near future. Some of these organisations have gone as far as to say this legislation will be promulgated by June this year. It has been publicly documented by the Department of Labour, President Zuma and the Minister of the Department of Labour that these Bills are draft and that negotiations must take place at NEDLAC in respect of these Bills.

It has further been widely stated in the public participation hearings by the Department of Labour that these Bills would look very different in their final form. Finally after the negotiations at NEDLAC are completed the negotiated positions will have to be submitted to Cabinet for Cabinet's consideration. Cabinet has said that these Bills will be interrogated.

It is irresponsible for organisations to represent that these Bills are the final word. There is a formal negotiating process under way and parties are already indicating areas of compromise.

In respect of the timing of these Bills, it should be noted that they cannot be published in the first six months of this year. It is further highly unlikely they could be published in the second six months of this year given the set timeframes for formal presentation to Cabinet and the current negotiating framework. The first time these Bills could reasonably be expected to be published would be the first quarter of next year - 2012.

There are about ten Constitutional challenges to these Bills. If the Bills were to come out in any format which resembles the current format, there would still be Constitutional court challenges to those provisions. In this scenario Government would not be able to enact the disputed Bills into law.

It is our strong advice to all employers that they should continue to support a-typical forms of employment. There are myths and misinterpretations being presented to employers that are far from the common legal interpretation even to the existing Bills. It is a myth to think that there will not be a differential between fixed term contract, labour broking employees and permanent employees within the work place. International models indicate 30% flexible workforce within the labour market and clearly there will always be a differential in pay and benefits for that 30%, just as there is in all jurisdictions throughout the workforce.

CAPES negotiators are close to the source of what is happening and will be running a series of public programmes in June / July 2011 to inform the public of developments. Those programmes will be substantially discounted to the public. It is our strong advice that you wait for these programmes if you really want to understand what is going on. We make an appeal to employers to contact any of the CAPES representatives or association offices if you require further detail and knowledge in this regard.

Regards
Johnny Goldberg

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A Note from Deon

The good news is that sYncWize is way ahead of the pack here. Not only are our existing business practices already largely in line with the demands of the Labour Department, but we have always strived—within the regulatory and market constraints placed on us—to service both our clients and our team of professionals in an ethical and constructive manner. We began last year to realign our company to the changing business landscape, and are quite advanced in negotiations to introduce new resourcing models to our clients. We'll keep you updated as we progress in this through the year.

Failing Forward

Like most people I have failed more times than I care to remember. I've struck out playing baseball, I've failed to win the client, I've lost the big opportunity at work, I've had to close two of my restaurants, I lost my race for city council of Atlanta when I was 26, I was fired once, I was once a month away from bankruptcy, I was initially rejected by over 100 publishers, I've made mistakes as a parent and boss and the list goes on and on and on.

Yet, when I look back I realize that every failure has moved me forward. Every failure taught me a lesson and made me stronger, wiser and better. I failed many times but I failed forward (I first heard this term from John Maxwell).

Failing to win a client taught me what not to do so I could start winning more business. Shutting-down restaurants taught me to be smarter about picking the right locations. Losing the race for

Sometimes we have to lose a goal to find our destiny... we have to fail to move forward

to move forward. I know some of you might be saying, "Well that's you Jon. You're just lucky. It doesn't work that way in my life. You have no idea what failure has done to me." I hear these comments often and I always respectfully disagree. I believe there are two kinds of people in the world. Those who fail and those who fail forward. We all fail but what we do with our failures is our choice. At any moment we can stop being someone who fails and become someone who fails forward. Through each challenge and failure we

city council led to me leaving Atlanta, moving to the beach in Florida and doing the work I do now.

I've realized that sometimes we have to lose a goal to find our destiny. Sometimes we have to fail

must stay hopeful and know that failure always leads to a better future if we have an attitude of faith, are open to the possibilities and trust that new and exciting opportunities are coming our way. We have to look at failure not as a dead end but rather as a detour to a better outcome than we could have ever imagined.

If you are experiencing a failure right now at work or home please know you are not alone. If you haven't failed, you haven't lived. It's time to ask what you can learn from your failure. What is it teaching you about yourself and your team?

Don't be afraid to fail, just make the choice to fail forward. Use it to learn, grow and become the you who you were meant to be.

Jon Gordon

www.JonGordon.com

Damn that auto-correct function!



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Until our May/June edition...

Keep smiling, live your life in full colour, and may you be blessed daily!

The sYncWize Team

This newsletter is intended for sYncWize's contractors, and is published every two months as a means of conveying general information. We would love it if you would like to contribute to this newsletter, place an advertisement, or have a specific request for inclusion. If so, please contact Cleon Davids.



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